

Contact Officer: Andrea Woodside

**KIRKLEES COUNCIL**  
**PERSONNEL COMMITTEE**

**Wednesday 3rd March 2021**

Present: Councillor Shabir Pandor (Chair)  
Councillor Graham Turner  
Councillor Naheed Mather  
Councillor Peter McBride  
Councillor John Taylor  
Councillor John Lawson  
Councillor Richard Murgatroyd  
Councillor Lesley Warner

Apologies: Councillor David Hall

**1 Membership of the Committee**

Apologies for absence were received on behalf of Councillor D Hall.

**2 Minutes of Previous Meeting**

**RESOLVED** – That the Minutes of the Meeting held on 5 March 2020 be approved as a correct record.

**3 Interests**

No interests were declared.

**4 Admission of the Public**

It was noted that all agenda items would be considered in public session.

**5 Deputation/Petitions**

No deputations or petitions were received.

**6 Public Question Time**

No questions were asked.

**7 Pay Policy Statement 2021/2022 (Reference to Council)**

The Committee received the Pay Policy Statement 2021/2022, in accordance with the requirements of the Localism Act 2011 (Sections 38-43), which set out detail regarding the pay of the Authority's Principal Chief Officers. It was noted that Section 39 (1) of the Act required that the Statement be approved prior to 31 March, immediately preceding the relevant financial year.

The (i) Kirklees Pay Policy Statement 2021/2022 (ii) Remuneration of Chief Officers and (iii) Single Status Grades and NHS – Public Health Grades were attached as appendices to the report. It was noted that (iii) was subject to national pay award consultations.

**RESOLVED** – That the Annual Pay Policy Statement 2021/2022 be noted and submitted to Council with recommendation of approval.

**8 Update on Senior Management Arrangements**

The Committee received a report which updated the Committee on several changes to arrangements regarding senior management and sought approval to convene a number of recruitment panels. The report advised that since the appointment of Strategic Directors for (i) Environment and Climate Change and (ii) Growth and Regeneration a review had been undertaken to identify capacity to deliver upon the ambitions of the service and consider the concerns of the 2019 LGA Peer Review regarding organisational capacity.

The report set out detail of the outcome of the review for both Directorates. Within the Environment and Climate Change Directorate this included (i) a proposal to realign the posts of Service Director – Environment and the Service Director – Highways and Property by areas of operational and strategic responsibility (ii) the transfer of the Council’s Visitor Economy, Culture and Tourism Services, Museums, Galleries and Markets to the Environment and Climate Change Directorate, along with Venues Services and (iii) the creation of a post of Service Director – Culture and Visitor Economy. With regards to the Growth and Regeneration Directorate it was noted that the existing Service Director posts had been realigned and were now Service Director – Skills and Regeneration and Service Director – Development. The Committee were advised that the Service Director – Skills and Regeneration post was currently vacant and that the role would be subject to advert. It was also noted that, in preparation for the transfer of Kirklees Neighbourhood Housing to the Council, the position of Chief Executive had been re-designated as Service Director – Homes and Neighbourhoods.

The proposed new structures for both Directorates was appended to the considered report.

**RESOLVED** –

- 1) That approval be given to realigning the posts of Service Director – Environmental Services and Service Director – Highways and Property by operational and strategic areas of responsibility across the new Service Director Portfolios of (i) Climate Change and Environmental Strategy and (ii) Highways and Streetscene.
- 2) That a new post of Service Director – Culture and Visitor Economy be established within the Environment and Climate Change Directorate.
- 3) That (i) the structure implemented within the Growth and Regeneration Directorate to accommodate staff and functions from Kirklees Neighbourhood Housing and (ii) the realignment of Service Director Portfolios within the Growth and Regeneration Directorate be noted.
- 4) That Member Appointment Panels be convened to recruit to the roles of (i) Service Director – Culture and Visitor Economy (ii) Service Director – Skills

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and Regeneration and (iii) Service Director – Climate Change and Environmental Strategy.